



The Royal
Australian &
New Zealand
College of
Psychiatrists

Specialist Pathway Handbook

Revised August 2014

working
with the
community

Table of Contents

Disclaimer	3
Introduction	3
Specialist Registration in Australia and New Zealand.....	3
Registration as a Specialist and Fellowship in New Zealand	3
Australian Medical Council (AMC).....	4
Committee for Specialist International Medical Graduate Education (CSIMGE)	4
Specialist Pathway Application.....	5
Completing your application form	5
Paper Based Assessment	9
Interview.....	9
Specialist Pathway Flowchart.....	11
How to complete Exemption Candidate Experiences	12
Extension, Renewal, Review of Exemption Status	13
Maintenance of Exemption Status, Break in Exemption Status	14
Substantial Comparability Pathway Applications	15
Substantial Comparability Pathway Flowchart.....	17
Fellowship Process	18
Contacts.....	18
Glossary.....	19

DISCLAIMER

This handbook is intended as a guide for Specialist International Medical Graduates (SIMGs) applying to The Royal Australian and New Zealand College of Psychiatrists (RANZCP).

The information in this handbook is for general guidance only.

The information in this handbook does not over-ride, affect or limit in any way the provisions of the College policies and regulations in respect of SIMG training and assessment. The information in this handbook cannot be used to bind the College, the Committee or the State Assessment Panels in any process, application or hearing in respect of SIMG training or assessment.

The College does not represent that the information in this handbook is at all times current or determinative, and users should consult the actual College Policies and Regulations which are applicable to SIMG training and assessment.

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INTRODUCTION

The Royal Australian and New Zealand College of Psychiatrists is the principal organisation representing the medical specialty of psychiatry in Australia and New Zealand. The College is responsible for training, examining and awarding the Fellowship of the College qualification to medical practitioners. The vision of the College is “a fellowship of psychiatrists working with and for the general community to achieve the best attainable quality of psychiatric care and mental health”.

The principal route to Fellowship of the RANZCP (FRANZCP) is via the five-year training and assessment process outlined in the Regulations for Basic Training and Advanced Training for Fellowship (available on the College website). However, the College offers some exemptions from this process to those who hold the highest Specialist Psychiatrist qualification in the country of qualification at the time of qualification, and have attained registration as a Specialist Psychiatrist in that country.

The RANZCP body responsible for granting exemptions is the Committee for Specialist International Medical Graduate Education (CSIMGE). This Committee is responsible for assessing applications from SIMGs seeking exemption from the RANZCP training and assessment requirements for admission to Fellowship of the RANZCP, and for applications from SIMGs who seek registration to work as deemed specialists in Area of Need (AON) positions. The Committee also oversees the delivery to RANZCP Exemptions Candidates of a bi-annual workshop which assists them with preparation for the Exemption Candidate Examination (Modified Observed Clinical Interview (MOCI) and Modified Objective Structured Clinical Examination (MOSCE)), and develops resources to support Exemptions Candidates in their progression towards Fellowship of the RANZCP.

This handbook outlines the College processes relating to the assessment of overseas specialist qualifications in psychiatry and the pathway for admission to Fellowship of the RANZCP for SIMGs.

SIMGs wishing to gain Fellowship of the College are expected to familiarise themselves with the College website: www.ranzcp.org.

SPECIALIST REGISTRATION IN AUSTRALIA AND NEW ZEALAND

The process for medical specialist registration differs between New Zealand (regulated by the Medical Council of New Zealand, MCNZ) and Australia (regulated by the Medical Board of Australia (MBA) and its agency, the Australian Health Practitioner Regulation Agency [AHPRA]).

In New Zealand, Fellowship of the RANZCP (FRANZCP) is not a requirement for specialist registration as a psychiatrist. In Australia, FRANZCP is a pre-requisite for any doctor to gain specialist medical registration as a psychiatrist.

REGISTRATION AS A SPECIALIST PSYCHIATRIST AND FELLOWSHIP IN NEW ZEALAND

In New Zealand, the MCNZ seeks the advice of the RANZCP via the New Zealand Branch office regarding a SIMG's training and experience as a specialist. This process of assessment for vocational registration is independent of the RANZCP pathway to Fellowship for SIMGs.

SIMGs residing in New Zealand who seek to pursue FRANZCP and who are not seeking to practice psychiatry in Australia, should apply for Specialist Assessment directly to the College (CSIMGE).

A SIMG who has vocational registration in New Zealand and is seeking FRANZCP with the intention to work in Australia as a Psychiatrist is required to submit either a Specialist Assessment only application to the RANZCP, or if applying for an Area of Need position, a combined Area of Need/Specialist Assessment application to the RANZCP.

Please contact the Specialist International Medical Graduate Education (SIMGE) team on simgehelp@ranzcp.org for more information on applications in New Zealand.

AUSTRALIAN MEDICAL COUNCIL (AMC)

Candidates are required to apply to the AMC for EPIC verification of their primary and specialist qualifications before applying to the RANZCP: [Primary source verification \(amc.org.au\)](http://amc.org.au)

Your RANZCP assessment will not commence until you have applied for EPIC verification with the AMC. While processing of applications will not be delayed if EPIC verification is not complete upon application (or by application closing date), candidates are required to provide evidence of having submitted the application form to AMC for EPIC verification at the time of application to the College for Specialist Assessment.

COMMITTEE FOR SPECIALIST INTERNATIONAL MEDICAL GRADUATE EDUCATION (CSIMGE)

The purpose of the RANZCP Specialist Assessment procedure is to determine the equivalence of training and qualifications of a SIMG to the current training and qualifications of psychiatrists in Australia and New Zealand.

The Committee accepts applications from SIMGs who:

- hold the highest Specialist Psychiatrist qualification in the country of qualification at the time of qualification, and have attained registration as a Specialist Psychiatrist in that country; and
- who are seeking specialist registration to practice psychiatry in Australia or New Zealand
- have an officially confirmed job offer of employment in Australia or New Zealand in an area of psychiatry within a health service. Candidates are required to submit statement from their current/prospective employer providing support for the full exemption period including an accredited supervisor who is a Fellow of the RANZCP
- have provided evidence of acceptance of the job offer.

Please note a job offer from an employer does not necessarily imply that the Committee and State Assessment Panel members will grant you the Exemption status to proceed on the Specialist Pathway. The requirements of the position and the employer could be different to the equivalence requirements of the College.

Applications for Specialist Assessment or Specialist Assessment and Area of Need are made directly to the RANZCP. Please note that Area of Need positions are declared by the relevant Australian state or territory governments.

The Australian government now requires all SIMGs in Area of Need positions in Australia to also have specialist assessment to obtain and maintain medical registration. SIMGs must also be progressing towards completing the requirements to attain Fellowship of the College in order to receive ongoing medical registration.

SPECIALIST PATHWAY/SPECIALIST PATHWAY AND AREA OF NEED APPLICATION

Completing your Application Form

- Applicants are advised to have a copy of this handbook readily available when they are completing their application form and compiling their documentation. Applications that are not completed correctly will result in delays in processing.
- Please note that it can take some time to complete the application form however all the information is necessary for the State Assessment Panel members and the CSIMGE to be able to make an informed decision.
- The application form must be completed to the specifications outlined in this handbook in full and must be accompanied by **all** required documents as per the "Application Checklist" on the final page of the application form. Incomplete applications will not be processed and will result in delays with assessing your application.
- Applications that are bound, stapled or have labels or sticky notes will not be accepted and will be returned. Applications, including all documentation, should be held together securely by bulldog clips or rubber bands only.
- Application closing dates and interview dates for each state are published on the College website: [Applying for specialist assessment | RANZCP](#). Only applications that are completed as per the specifications in this handbook, with the required documentation, by the closing date, will advance to assessment. Extensions to these dates will not be granted. Applications that do not meet the requirements as outlined will be delayed until the next round.

- **All** sections of the application **must** be filled out. This ensures that the National Assessment Panel members are supplied with all of the required information in a standard format so that they can easily review the training, qualifications and experience and come to an informed decision. If you have not completed specific training or other experiences as outlined, please indicate this in the space provided. Comments on the application such as “see CV for details” etc. will not be accepted.
- A CV must be submitted to the RANZCP as a part of your Specialist Assessment application. While your CV is not required to be in any specific format, please ensure that it is succinct and includes any relevant additional material not sought by the application form. **All information specified on the application form is considered important and relevant to your assessment and must be supplied in the Application Form.**

The below sections correspond directly with the Specialist Pathway Application Form (Form A)

SECTION 1: PAYMENT DETAILS

Full payment of the specified administrative fee must be made at the time of submitting the application form and all supporting documentation as per the Application Checklist on the final page of the application form. Applications submitted without payment of the administrative fee will not be processed.

Incorrect or incomplete applications will not be processed and an Incomplete Application Fee will be applied. If your application is assessed as incomplete, you will be required to submit the outstanding documentation within six months from the date of initial assessment. If you do not provide the required documentation, your application will lapse and your documentation will be returned to you by using the address as recorded on your RANZCP records. If your application expires you will be required to submit a new application including the application fee and all required documentation.

SECTION 2: PERSONAL DETAILS

Please ensure your current contact details are supplied. Should your contact details change after your application is submitted, you must advise the College in writing of this. Correspondence in regards to your application will mainly be sent via email. The College asks for your prompt response to any requests or questions to ensure your application is processed without delay.

SECTION 3: APPLICATION AND POSITION TYPE

Please indicate whether you are applying for:

- Specialist Assessment only, or;
- Specialist Assessment and Area of Need (AON) - if you are currently working in an AON position and are now applying for the Specialist Pathway, remaining in the same AON position, please tick the box Specialist Assessment & AON Extension.
- If you are currently working in an AON position and are now applying for the Specialist Pathway, changing your AON position at the same time, please tick the box Specialist Assessment & AON.
- Applicants applying for AON (new or extension) must ensure they have submitted all additional AON documentation.
- It is mandatory for applicants to have an officially confirmed job offer of employment in Australia or New Zealand in an area of psychiatry within a health service. You are required to submit statement from your current/prospective employer providing support for the full exemption period including an accredited supervisor who is a Fellow of the RANZCP.
- Applicants are also required to provide evidence of having accepted the job offer.

Please note a job offer from an employer does not necessarily imply that the Committee and National Assessment Panel members will grant you the Comparability status to proceed on the Specialist Pathway. The requirements of the position and the employer could be different to the equivalence requirements of the College.

- All applicants are interviewed by a National Assessment Panel following the paper-based assessment. Videoconference interviews are conducted via Zoom. All videoconferencing costs on both sides are to be covered by the applicant. The applicant is responsible for organising suitable videoconferencing interview facilities at their side and for contacting the College well in advance regarding dial-in information.

SECTION 4: MEDICAL QUALIFICATIONS

- Primary and Specialist Qualifications: clearly state the qualification, Institution/Medical College, Country and year awarded/start and finish date for each qualification
E.g. MD (Psych), National Institute of Mental Health and Neuro Sciences (NIMHANS), India, 2003.
Provide Supporting Documentation - certified copy of MD (Psych) certificate, cross-referenced e.g. attachment No. C4
 - Medical Licensure: include both current and any previous; clearly state the authority, class of registration, any restrictions and the expiry date
E.g. Medical Practitioners Board of Victoria, specific registration, limited to work at locations as specified on attached Certificate of Registration. Provide supporting documentation - Certificate of Registration, e.g. attachment No. C2.
- Please ensure that you specify and explain dates/duration of any gaps or breaks in training.

SECTION 5: INTERNSHIP AND PRE-VOCATIONAL MEDICAL TRAINING

You are required to provide details of your internship/pre-registration employment/training, including hospital, rotations, governing body, national curriculum at Post-Graduate Year 1 and 2 (PGY 1/2) and formal teaching program (date commenced and date completed).

Details of further pre-vocational employment/training are also required.

- Internship: Clearly state the Institution, rotations and dates e.g. Medical College Calicut, Kerala, India. Include supporting documentation:
E.g. BJ Medical College and Civil Hospital, Ahmadabad; rotating internship and terms; Certificate as outlined on attached certificate of internship; cross reference the attachments e.g. No. C3.
- Other/Additional Post Graduate Qualifications: List in this section any additional post graduate qualifications you believe will support your application. Be sure to include a certified copy of any qualification and appropriately cross-reference it, as done under basic medical and specialist qualifications.

Please ensure that you specify and explain dates/duration of any gaps or breaks in employment.

SECTION 6: EXTERNAL ACCREDITATION OF SPECIALIST PSYCHIATRY TRAINING PROGRAM BY NATIONAL/STATE ORGANISATION

You are required to specify whether your Specialist Psychiatry Training Program was externally accredited and the organisation which conducted the accreditation in this section of the application form.

SECTION 7: MENTAL HEALTH TRAINING PROGRAM STANDARDS

This section refers to the mental health program in operation in your country of qualification during your training.

You are required to outline service delivery models and characteristics for mental health services specifying mode of provision of: acute inpatient services and whether integrated with general hospital services; emergency psychiatry facilities; early psychosis intervention services; outpatient services, whether community-based and whether linked with mobile outreach services (crisis, continuing care and homeless teams); multidisciplinary teams led by psychiatrists within bio-psychosocial model; public /private mix; Mental Health Act and ECT operations including appeal and external review processes; and whether significant participation of consumer, carer and non-government organisations in service delivery.

SECTION 8: HEALTH SYSTEM STANDARDS

You are required to provide information of a National Mental Health Care Plan in place, if any, in the country where your qualification was obtained, e.g. currently in place, date established and/or reviewed.

SECTIONS 9: SPECIALIST PSYCHIATRY TRAINING EXPERIENCES (BASIC AND SPECIALIST)

- **Basic Medical Training:** Institution demographics, number of beds, sub-specialties represented, level of supervision and responsibilities, procedures undertaken and structured teaching programs must be written here.
- **Clinical Experience:** Detail your experiences during the specialist training that led to your specialist qualification(s). To make useful comparisons, training times in different general and subspecialty areas must be converted to fulltime equivalence (FTEs). This conversion is the applicant's responsibility; please refer to the application form for details. Particular care needs to be taken to calculate the duration of time spent in each area.

To assess comparability to RANZCP training, the National Assessment Panel members require details of your experiences set out in the areas of rotations provided to trainees in psychiatry in Australia and New Zealand, which are: General Adult Psychiatry; Child and Adolescent Psychiatry; Consultation-Liaison Psychiatry; Old Age Psychiatry and Addiction Psychiatry.

All experiences must be quoted as FTE on the application form to enable the National Assessment Panel members to adequately compare these to the requirements of a RANZCP trainee. If you are having difficulty in determining your FTE, please speak with a fellow or trainee for assistance.

If your training experience was in different areas of practice concurrently, please outline for each area the hours per week spent in that subspecialty and finally the total duration of training in each area (in months FTE). If the experience was rotation-based, please state the start and finish dates and months in FTE. For all experiences, the hours of weekly supervision, supervisor name, email address and qualifications must be stated.

Describe the experience in different age groups, settings, treating modalities and types of service delivery. For each of the areas of experience, you need to provide a **brief synopsis** covering:

- the service and service model
- your role
- the duration of the experience (in months of FTE)
- the approximate caseload (number of patients under care at any one time) and age groups
- the types of conditions typically encountered
- the types of treatments typically employed
- the supervision provided

The description for each experience should be no more than half a page.

Links are provided on the application to the appropriate sections of the RANZCP training regulations to provide you with a guideline to experiences that may be considered equivalent.

As well as these clinical experiences, information on a number of other training experiences is required, such as indigenous mental health, experience with carers, experiences with non-government organisations (NGOs), Electroconvulsive Therapy (ECT) experience, rural mental health experience, continuity of care, etc.

Please note:

- **Psychotherapy experience** refers to your supervised experiences in any of a broad range of psychological therapies (e.g. psychodynamic psychotherapy, cognitive behavioural therapy, family therapy). For each area of psychotherapeutic experience, it is helpful to outline the nature of the therapy, the approximate number of patients seen and durations of treatment (total duration and number of sessions) as well as details of the supervision provided. Any information on the way in which this psychotherapy experience was assessed as being satisfactory is also useful
- **Indigenous Mental Health** refers to your experience with Aboriginal, Torres Strait Island and Maori peoples in Australasia.
- Details of the **written and clinical examinations** you have passed to gain your specialist qualification and the nature of these examinations are required. Where more than one attempt has been required to pass any component of the examination process, this should be indicated in this section.
- While you are encouraged to familiarise yourself with examples of other applications to help you select the style etc, it is essential that all the information you provide is an accurate and true account of your training and experiences. A generic account of the program or information copied from someone else's template will be deemed unacceptable.

SECTION 10: OTHER TRAINING EXPERIENCES (COMPARABLE TO RANZCP ADVANCED TRAINING EXPERIENCES)

This section refers to additional supervised training after your specialist qualification (comparable to RANZCP Advanced Training). Please refer to the relevant sections of the [RANZCP Advanced Training Regulations](#), which again provide a guideline to experiences which may be considered equivalent. Adequate cross referencing is again required e.g. Supporting Documentation: CV, Attachment no C5, Page No 7.

SECTION 11: POST TRAINING EXPERIENCE AS A SPECIALIST

Indicate the depth and breadth of your experience in psychiatry, including involvement in peer review or supervision after the completion of your specialist qualification. Peer review/supervision refers to ongoing liaison with a peer group and/ or with a senior colleague which provides ongoing learning including feedback on your clinical practice.

Remember to appropriately cross reference to your CV.

SECTION 12: OTHER EXPERIENCE AND DOCUMENTATION WHICH MAY SUPPORT YOUR APPLICATION

Any additional information which may assist you in being granted Comparability Status and support for your Area of Need position (if required) should be included in this section.

SECTION 13: REFEREES

The names and contact details of three referees who are able to supply a reference are required. The College may seek from you the names of additional referees if there are issues arising from the assessment which need to be clarified.

At least one referee must be a **current** clinical supervisor who is a specialist in Psychiatry. Preferably all three referees should be clinical supervisors. If you are already working in Australia your referees **must** be Fellows of the College (FRANZCP) or Training Supervisors who are approved by the College.

Your application will NOT proceed to assessment if at the closing date for the application, any referee reports have not been received at the College.

Referees will receive one reminder from the College to respond to the request to fill out the required form. You will be notified when referee reports have not been received by the required date. It is your responsibility to follow up any missing referee reports.

The referee report is confidential and any issues arising will be considered by the assessment panels and/or CSIMGE.

In addition to the nominated referees, applicants are asked to give permission for the assessment panel to contact the Clinical Directors of units in which they have recently worked (in Section 14 Personal Declaration). Applicants are given the opportunity in the application form to identify any previous director with whom there has been conflict or other reason why that person's comments may not represent a fair and unbiased assessment of their work performance.

SECTION 14: PERSONAL DECLARATION

The content of the declaration will be used for the purpose of establishing important issues of suitability and allowing verification where required in relation to entry onto the Specialist Pathway. A response to each item must be made.

Carefully read, complete and sign the declaration. Your application cannot be processed if this section is not fully completed and signed.

SECTION 15: APPLICATION CHECKLIST

This section must be carefully reviewed as the application cannot be processed unless **all** required documentation in the checklist is received at the RANZCP.

PAPER BASED ASSESSMENT

Once your application with the RANZCP is complete, it will be included in the next available round of preliminary assessment (paper-based) by the National Assessment Panel. Following the assessment, you will receive a Summary of Preliminary Review (SPR) letter which will include the assessment panel's preliminary findings and any associated requirements, as well as the interview date and time. Please also refer to the current [Pathways to FRANZCP | RANZCP](#) webpage for information regarding Comparability status.

Should the Assessment Panel require further information to be able to make a preliminary decision on your outcome, we will contact you immediately. The information requested will need to be submitted within twenty-one (21) days from the date of your SPR letter. If the provided information is satisfactory, you will receive your preliminary outcome letter with your interview details.

The advice at this time is only preliminary and can change after the interview.

INTERVIEW

The purpose of the interview is to clarify the applicant's suitability for the proposed position and determine a degree of comparability by confirming details of their training and experience as outlined in their application. The interview is also an opportunity for the applicant to gain an understanding of the standards of competence and safe practice expected of a specialist psychiatrist in Australia and New Zealand.

The interview is not an examination. The interview must take place within six (6) months of the preliminary outcome letter or the assessment will be considered null and void. The applicant would then need to re-apply (and pay the application fee again).

Interviewers

The interview is conducted by a National Assessment Panel, generally consisting of three members. At least two Panel members must be present for an interview to proceed. All Panel members have undergone relevant CSIMGE accredited National Assessment Panel training and are registered with the RANZCP as 'approved National Assessment Panel Members'. All applicants are interviewed via videoconference by the National Assessment Panel following the paper-based assessment. Videoconference interviews are conducted via Zoom.

Documentation

It is expected that the applicant will have supplied all relevant documentation to the SIMGE team, who will forward it to the Assessment Panel prior to the interview. Applicants may be required to bring additional documentation to the interview should the Assessment Panel require further information. If this is required, applicants will be advised in their preliminary outcome letter.

The Interview

Up to one and a half (1½) hours is allocated for conducting the interview. To establish the degree of comparability to Australian and New Zealand training, the applicant will be asked to describe their psychiatry training with reference to their CV and other written material.

For Area of Need applications, the applicant will be asked to describe how their training and experience is relevant to the position for which they are applying. Questions will relate directly to the job description and the applicant's demonstrated ability (i.e. relevant training and experience) to perform the expected tasks within this role.

Interview Outcome

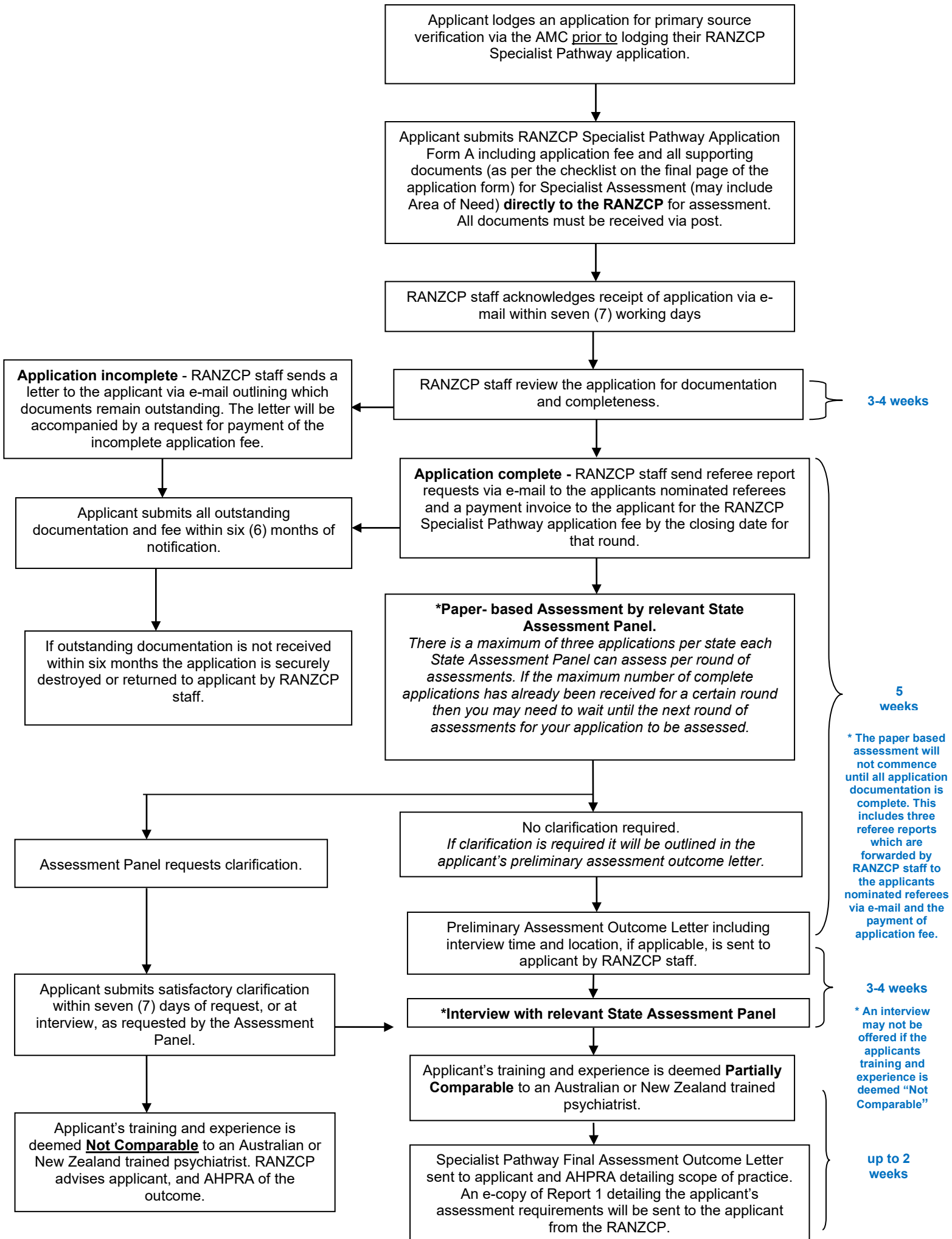
Applicants are advised of the outcome via the SIMGE team, not at the interview. Following the interview, the Assessment Panel's recommendation is forwarded to the CSIMGE for its final determination. The final decision stating the Comparability status and Area of Need support (if applicable) is then released to the applicant, with a copy being provided to AHPRA, and the relevant RANZCP State Branch.

If the Assessment Panel cannot reach a final decision based on the application submitted and information gained at the interview, they can seek advice from the CSIMGE. The CSIMGE may seek advice from other Committees or Boards if relevant (e.g. Committee for Training if the applicant has previously been in the Training program). This will likely delay the assessment outcome.

Requesting Clarification of the Final Outcome

Applicants who are not satisfied with the final outcome of their assessment can request informal clarification of the assessment determination from the CSIMGE. The process is clearly outlined on the "Education Committee Decisions Flowchart", available on the Complaints Resolution web page: <https://www.ranzcp.org/Pre-Fellowship/2003-Fellowship-Program/Complaints-Resolution.aspx>

SPECIALIST PATHWAY AND AREA OF NEED FLOWCHART



HOW TO COMPLETE EXEMPTION CANDIDATE EXPERIENCES

The final outcome letter details the requirements the State Assessment Panel requires the applicant to complete to attain Fellowship of the RANZCP.

The below information provides a brief overview of what the usual experiences or assessments a SIMG is required to complete. More detail can be found in the links as outlined below, which are available on the College website under the Pre-Fellowship – 2003 Fellowship Program menu: <https://www.ranzcp.org/Pre-Fellowship/2003-Fellowship-Program/Links-and-Forms.aspx>.

Written Examination (Link 46)

The Written Examination is scheduled twice a year and may be attempted whenever held, provided currency of Exemption Status. The Written Examination must be successfully completed before applying for the Exemption Candidate Examination (ECE). For more information on the Written Examination please log in to the College website and go to Pre-Fellowship – Examinations – Written Exam.

There are a number of pre-requisites for all SIMGs who have passed or been exempted the Written Examination and who hold current Exemption Status, prior to gaining entry to any particular Clinical Examination. These are:

Experience with NGO and other Community Organisations (Link 28a)

Exemption Candidates are required to participate in one approved activity that assists you to demonstrate an understanding of the role of non-government sector and other community organisations in mental health service provision. An activity should involve at least four (4) hours work (including preparation). Demonstration that you have reflected on your experience might include preparation of a one (1) – two (2) page report about what you have learnt, or a half hour discussion with appropriate personnel from the organisation. A Certificate of Completion needs to be completed by yourself and your supervisor (College Fellow) and sent to the College [Link to Policy and Certificate of Completion](#).

Indigenous Experience (Link 29a)

The College recognises the particular mental health issues facing the indigenous people of Australia and New Zealand. This training requirement is intended to increase awareness of these issues and to facilitate more effective partnerships with these communities to provide effective mental health services. It is recommended that you also liaise with your mentor/supervisor to determine what would constitute a suitable training experience. A Certificate of Completion needs to be completed by yourself and your supervisor (College Fellow) and sent to the College [Link to Policy and Certificate of Completion](#).

Observed Interviews (Link 33a)

To assist Exemptions Candidates with their preparation for the ECE, candidates are required to complete five (5) observed patient interviews with one (1) patient type from five different categories. Each interview must be observed by an experienced College Fellow (that is, a Fellow who has held Fellowship for three (3) years or more). The interviews should be observed by at least two (2) different College Fellows. It is desirable that the Fellows are College accredited supervisors. A Certificate of Completion needs to be completed by yourself and your supervisor (College Fellow) and sent to the College. [Link to Policy and Certificate of Completion](#).

Consultative Exercises (Link 66a)

To assist Exemptions Candidates with their preparation for the ECE, candidates are required to complete two (2) Consultancy Exercises. Each Consultancy Exercise is to be conducted by a College Fellow. It is desirable that the Fellow is a College accredited supervisor. A Certificate of Completion needs to be completed by yourself and your supervisor (College Fellow) and sent to the College. [Link to Policy and Certificate of Completion](#).

Exemption Candidate Examination (ECE) Preparation Workshop

To assist Exemptions Candidates with their preparation for the ECE, candidates are required to satisfactorily complete a RANZCP Exemption Candidate Examination Preparation Workshop. The College conducts two such workshops each year, which are held in a capital city and run over two consecutive days. There may be other similar workshops available which you may wish to attend for your examination preparation however these are not considered acceptable alternatives for the ECE Preparation Workshop. The ECE Preparation Workshop is required to be completed prior to being eligible to sit the Exemption Candidate Examination.

Exemption Candidate Examination – MOCI and MOSCE (Link 47/48a & Link 49a)

The Exemption Candidate Examination is part of the assessment of Specialist International Medical Graduates for admission to Fellowship of the RANZCP. Generally each year there will be three occasions when Exemption Candidates can sit the MOCI examination and two occasions to sit for the MOSCE examination.

There are various training and assessment requirements that need to be successfully completed to be eligible to apply for the Exemption Candidate Examination. Eligibility Criteria are detailed in [Link 49a](#).

Additional Training Requirements

The State Assessment Panel may require some SIMGs to undertake additional training for a period of time to ensure they have completed the equivalent training to that of a trainee undertaking the RANZCP training program. For example, an applicant may have only three (3) months FTE experience in Child and Adolescent Training and may be required to complete a further three (3) months of training to obtain six (6) months, which is required of an RANZCP trainee to obtain Fellowship.

Other Requirements

The CSIMGE or State Assessment Panel may require a SIMG to complete additional requirements such as the submission of 12 monthly referee reports or a Case History submission. These additional requirements will be outlined in the final outcome letter.

Remediation (Link 83a)

Remediation is required following two consecutive failures in any Examination (Written and MOCI or MOSCE). Please refer to the [Remediation Policy](#) for information regarding documentation to be submitted, timeframes and layout of remediation plans.

EXTENSION, RENEWAL, REVIEW OF EXEMPTION STATUS

Extension of Comparability status

Comparability status is generally initially granted for two years, during which time the candidate is expected to progress through any additional training, pre-examination experiences and examinations as stipulated by the CSIMGE for eligibility for RANZCP Fellowship. Should the candidate be unable to complete all requirements within two years, they may apply for an Extension of Comparability status.

Applications for Extension of Comparability status should be submitted directly to the RANZCP. The application form is available on the College website: [Extensions, breaks and reviews | RANZCP](#)

The Committee may request an additional interview prior to the granting of an Extension of Comparability status.

Renewal of Exemption Status

A SIMG who has previously held Exemption Status but whose status is no longer current may apply for a Renewal of Exemption Status.

Applications for Renewals of Exemption Status should be submitted directly to the RANZCP. The application form is available on the College website: <https://www.ranzcp.org/Pre-Fellowship/Overseas-specialists/Forms-Documents-page.aspx>.

The Committee may request an additional interview prior to the granting of a Renewal of Exemption Status.

Review of comparability assessment (Partial to Substantial)

If a SIMG can confirm that they have obtained a new qualification and/or experience and believes it may affect the Comparability status they were initially granted, an application for a Review of Comparability status may be submitted. The Committee assesses applications for review to determine if additional exemptions are warranted.

Applications for Review of Comparability status should be submitted directly to the RANZCP. The application form is available on the College website: [Extensions, breaks and reviews | RANZCP](#)

The Committee may request an additional interview as part of its review.

MAINTENANCE OF EXEMPTION STATUS, BREAK IN EXEMPTION STATUS

Maintenance of Exemption Status

In August 2014, the RANZCP Board approved the implementation of a policy for the maintenance of exemption status for all applicants commencing on the Specialist Pathway (including Area of Need). The policy is located under **Link 19b** Maintenance of Exemption Status on the College website. Exemption Candidates are advised to familiarise themselves with this policy.

It is generally expected that candidates will be able to successfully complete the mandated training and assessment requirements to proceed to admission to Fellowship within two (2) years of commencing on the pathway. The College acknowledges that circumstances may arise which prolong a candidate's progression and therefore provides for extensions upon application.

The policy aims to ensure the maintenance of high standards of clinical competence and professional development in Australia and New Zealand. However, there may be circumstances in which the College is required to withdraw Exemption Status from a candidate for a number of reasons, including:

- Serious breach in ethics or conduct;
- Medical Board deregistration;
- Termination of employment; and,
- Failure to progress towards Fellowship.

The policy outlines the procedures for reviewing the Exemption Status of individuals when a situation as above occurs. It is the responsibility of the Exemptions Candidate, employing service and/or supervisor to inform the Committee of any serious breach in ethics or conduct, medical board deregistration or termination of employment.

Break in Comparability status

Candidates may apply to the CSIMGE for a Break in Comparability status for a maximum of 12 months. To support the temporary suspension of their Comparability status, SIMG candidates are required to provide evidence of exceptional circumstances to the CSIMGE. Please refer to the RANZCP [Maintenance of Comparability status on the Specialist Pathway](#) policy for more information.

It is important for SIMG candidates who have encountered circumstances such as personal or family illnesses which affect their abilities to progress towards Fellowship, to apply for a Break in Comparability status at the time at which that circumstance becomes evident. An early application is likely to be more favourably considered than retrospective claims. An application for a Break in Comparability status which is made when a candidate is returning to employment/examination preparation, or when a candidate has reached the maximum number of exemptions is less likely or unlikely to be considered favourably by the CSIMGE.

SUBSTANTIAL COMPARABILITY PATHWAY APPLICATIONS

The Substantial Comparability Pathway is an additional pathway to Fellowship. This pathway is open to those applicants whose specialist training experiences and qualifications in an overseas service and health system have been deemed equivalent to an Australian and New Zealand trained and qualified psychiatrist. It generally comprises a 12-month workplace-based assessment (WBA) program. Employment in Australia or New Zealand as a Specialist Psychiatrist within a health service is a mandatory requirement for this pathway so as to complete the workplace-based assessments.

Applications are assessed by the relevant National Assessment Panel and the CSIMGE.

New applicants to the Substantial Comparability Pathway are required to undergo the paper-based and interview assessments by the relevant National Assessment Panel, and to submit all the relevant information for those assessments. The National Assessment Panel shall make a recommendation to the CSIMGE on the applicant's eligibility to be assessed as Substantially Comparable and the CSIMGE will make the final determination.

Existing SIMG Candidates (already assessed for the Specialist Pathway), applying for the Substantial Comparability Pathway shall be assessed by the CSIMGE for admission to the Substantial Comparability Pathway.

Eligibility for the Substantial Comparability Pathway

In order to apply for the Substantial Comparability Pathway, candidates will be required to meet all of the following eligibility criteria:

- Hold the highest Specialist Psychiatrist qualification in the country of qualification at the time of qualification, and have attained registration as a Specialist Psychiatrist in that country.
- Hold current medical registration in Australia or New Zealand (or able to be registered at the time of starting the pathway for new applicants to the Specialist Assessment process).
- Have confirmed employment and employer support in a position as a Specialist Psychiatrist within Australia or New Zealand for the required placement period (this may or may not be in an Area of Need position). They must also provide evidence of having accepted the job offer.
- Submit a statement of employer support for the full placement period and for all required workplace-based assessments, including external assessor access to relevant clinical files.
- Nomination of an available Supervisor who holds current accreditation as a RANZCP Substantial Comparability Supervisor.

Additional Mandatory Requirements for entry to the Substantial Comparability Pathway

In addition to the eligibility criteria outlined above, candidates applying for the Substantial Comparability Pathway are required to:

- Be eligible for registration in Australia or New Zealand as a recognised Specialist Psychiatrist;
- Have established [Primary Source Verification](#) via the Australian Medical Council (AMC);
- Meet the requirements of APHRA with respect to English language proficiency and any other requirements;
- Provide evidence of good standing and satisfactory current references.

Selection of Pathway to Fellowship

The applicant has a choice of going down the Substantial Comparability Pathway or the standard Specialist Pathway. A candidate on the Substantial Comparability Pathway may at any time during the assessment process opt to move to the Specialist Pathway, **but cannot be enrolled simultaneously on both pathways.**

A candidate who has failed to make satisfactory progress on the Substantial Comparability Pathway may be determined after review by the Substantial Comparability Assessment Review Panel (SCARP) to exit the Substantial Comparability Pathway and join the Specialist Pathway.

In those cases, the Exemptions Category as initially determined by the relevant State Assessment Panel will apply.

Deficits in Training and/or Qualification

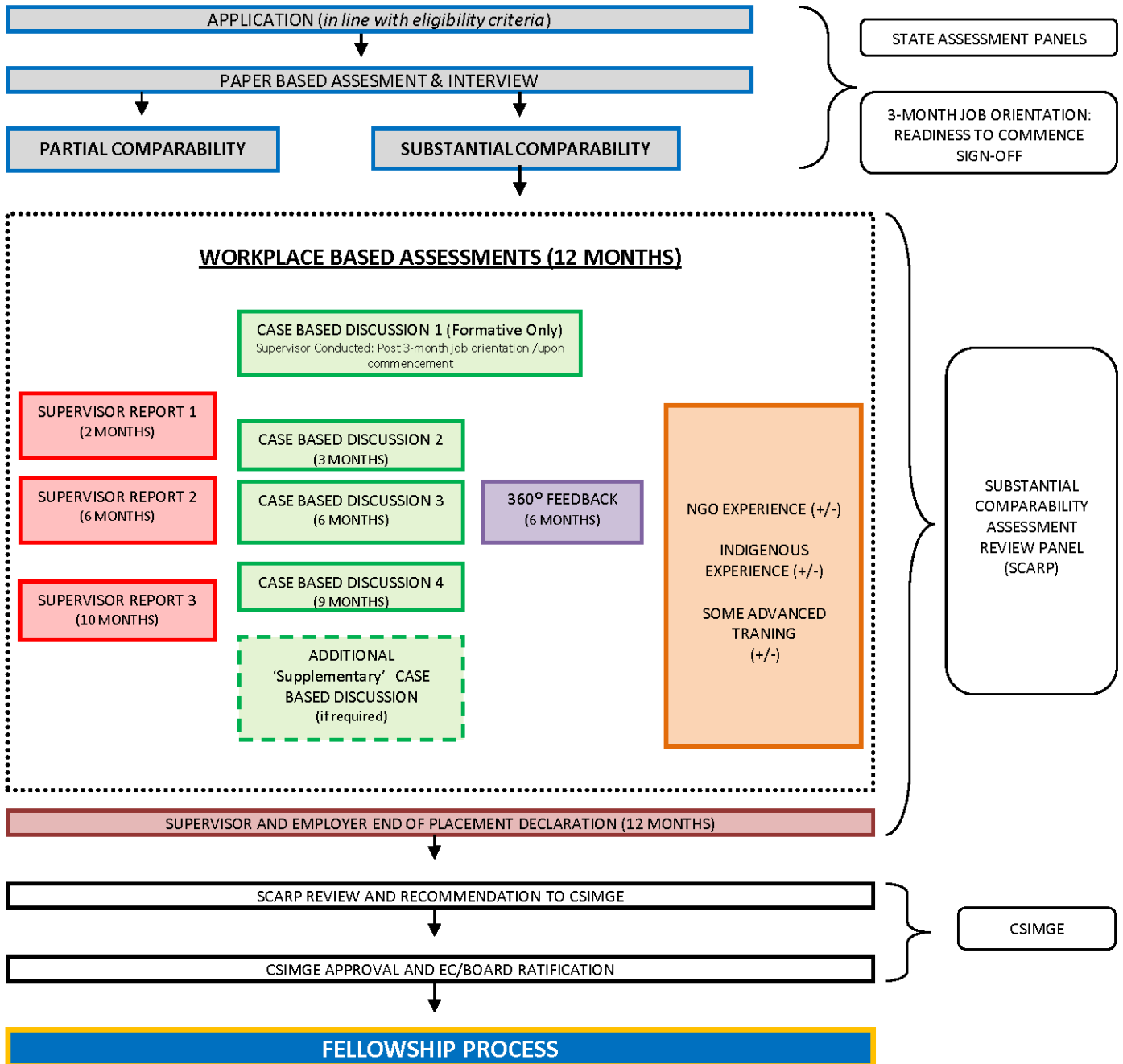
Applicants who hold the highest Specialist Psychiatrist qualification in the country of qualification at the time of qualification but have deficits in training and/or experience as assessed by the relevant State Assessment Panel and/or CSIMGE shall still be required to complete those experiences or training. For example, candidates on the Substantial Comparability Pathway are still required to complete the Indigenous experience. Additional training requirements e.g. Child and Adolescent Psychiatry, will, where possible, be accommodated within the 12 month workplace based assessment period. However, an extension of the workplace based assessment period may be required and shall be determined by the CSIMGE.

Referral back to National Assessment Panel

In the case of a candidate electing to depart the Substantial Comparability Pathway for the Specialist Pathway, or a candidate failing to make satisfactory progress on the Substantial Comparability Pathway, and being directed by SCARP to the Specialist Pathway, the candidate will be referred back to the relevant State Assessment Panel to oversight the candidate's progress on the Specialist Pathway, including applications for extension and interruption.

For further information about the Substantial Comparability Pathway, please refer to: [Substantial Comparability Placement | RANZCP](#).

SUSTANTIAL COMPARABILITY PATHWAY FLOWCHART



FELLOWSHIP PROCESS

Once a SIMG candidate has completed all required assessments as determined by the CSIMGE, they become eligible to apply for Fellowship of the RANZCP. Fellowship can be awarded once all requirements for Fellowship have been completed and upon application from the SIMG to the RANZCP (pending payment of membership fees).

The SIMG candidate is required to complete a [SIMG Application for Fellowship](#) form, which is located on the College website: [Admission to Fellowship | RANZCP](#).

A [SIMG Application for Fellowship](#) form is valid for six (6) months. If a SIMG candidate has not been admitted to Fellowship within the six (6) month time frame from receipt of the SIMG Application for Fellowship form, a new form is required to be submitted and the approval process starts again.

In addition to the completed SIMG Application for Fellowship form, the SIMG candidate is also required to provide a copy of their current Certificate of Registration Status from AHPRA or the Medical Council of New Zealand to cover them for the entire Fellowship approval process.

Once this form is received by the RANZCP, the Fellowship application will be put forward to the Education Committee and the Board for ratification.

In order to be eligible to apply for RANZCP Fellowship, SIMG candidates are also required to have completed EPIC verification of both their primary and specialist medical qualifications. Fellowship cannot be obtained without EPIC verification of all qualifications. Provision of EPIC verification is the responsibility of the candidate via the AMC. Please contact the AMC directly for information regarding the EPIC process: [Primary source verification \(amc.org.au\)](#).

CONTACTS

RANZCP	www.ranzcp.org
Australian Medical Council:	www.amc.org.au
Australian Government Doctor Connect Site:	www.doctorconnect.gov.au
Australian Health Practitioner Regulation Agency	www.ahpra.gov.au
Medical Council of New Zealand:	www.mcnz.org.nz
Department of Immigration and Citizenship:	www.immi.gov.au/

GLOSSARY

Australian Medical Council (AMC)	The AMC is a national standards and examinations body in Australia. The AMC is responsible for conducting EICS Verification of primary and specialist medical qualifications.
Certified Copies	To have a document certified, you should make a photocopy of the original document and take the original and the copy to an authorised person. The person must then write on every page of the document, 'I have sighted the original document and certify this to be a true copy of the original.' The person should then sign each statement and provide their designation, for example, 'FRANZCP'. Note: The RANZCP will neither return the certified copies of documents submitted with your application nor provide copies of these documents to you in the future.
Conditional Registration	Registration With Conditions (portability subject to approval of the Medical Board), refers to registration where practice is limited to a particular setting; to practice in postgraduate training, supervised training, teaching, research, public interest/area of need, conditional (disciplinary or health conditions) or as an overseas trained specialist.
Continuing Professional Development / Continuing Medical Education (CPD/CME)	The College program for Continuing Professional Development (CPD) provides a pathway for psychiatrists to review and further develop professional practice to ensure the continued high standard of psychiatric practice. Fellows are automatically enrolled in the CPD program when they gain Fellowship. Psychiatrists and doctors working in the role of a psychiatrist, who are not Fellows or Affiliates of the College, can also enrol in the CPD Program.
Full Time Equivalent (FTE)	Full-time equivalence (FTE) is a measure of the amount of time an individual works per week. An individual working 40 hours per week has an FTE of 1.0. An individual working 20 hours a week has an FTE of 0.5. A FTE greater than 1.0 per week cannot be claimed as part of any Specialist Assessment.
Medical Registration	<p>Medical registration is a legal requirement for a doctor to be entitled to treat a patient as a “medical practitioner” and to be issued with a practising certificate entitling remuneration as per the Medicare Benefits Schedule. Registration may be either to practice as a medical practitioner, or to practice as a specialist practitioner.</p> <p>Medical registration is the responsibility of the State/Territory Medical Boards or Medical Council of New Zealand.</p> <p>Further detail on categories of registration can be obtained from http://www.amc.org.au/register.asp, and the relevant Medical Board.</p>
Medical Council of New Zealand	The MCNZ registers doctors to practice medicine in New Zealand. It carries responsibilities in the areas of medical standards and doctors’ conduct and competence. It guides doctors on medical practice issues and promotes education and training of doctors. It is responsible for ensuring that doctors maintain high standards of practice.
Peer Review	Peer review is a collegial, mutually beneficial process in which information about teaching and learning is formulated, exchanged, challenged, tested and re-formulated by both (or all) parties, as a standard part of professional practice.
Specialist Assessment	The process by which SIMGs apply for exemptions from the RANZCP training and assessment requirements based on their qualifications and experience.
Specialist International Medical Graduate (SIMG)	Doctor who holds the highest specialist psychiatry qualification in the country of qualification at the time of qualification and has attained registration as a Specialist Psychiatrist in that country, and wishes to remain and work in Australia permanently.
Good Standing	As a means to determine that a SIMG applicant is competent and of good character, registering authorities throughout the world require verification of the practitioner’s current standing in their previous jurisdiction(s) of registration. A valid "Certificate of Registration Status" or 'Certificate of Good Standing" is a document used by many registering authorities to satisfy this requirement.
Unconditional Registration	Registration Without Conditions (fully portable) refers to graduates of AMC-accredited Australian/New Zealand Medical Schools who have completed an approved period of intern training, and doctors whose primary medical qualifications

	were obtained overseas, who have passed the AMC examination and who have completed a period of supervised training, as determined by the relevant Medical Board.
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